100200041-5 # 795-77

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Executive Registry

4 MAR 1977

MEMORANDUM FOR: Acting Director of Central Intelligence

FROM

: Sayre Stevens

Deputy Director for Intelligence

SUBJECT

Revision in Trial Period

REFERENCE

Memorandum from D/Pers to ADCI, dtd 15 Feb 77,

same subject

- 1. I concur with the Director of Personnel's opinion that the one year trial period is too short. Since his proposal allows for appeal after the first year, I question, however, whether this would truly be extending the probationary period beyond one year. It occurs to me that the pressures to make a decision during the first year will be unchanged—as will the reluctance of supervisors to face up to separating employees after the first year. Thus, I believe it will negate the value of extending the probationary period if we provide for an appeal procedure.
- 2. Instead, I would favor a two-year probationary period on the basis that it would provide a reasonable time to evaluate the performance of a new employee but would not be so long that we would be unfair to the employee.
- 3. I recommend that the authority for separation within the two years be delegated to the Director of Personnel without the appeal procedure but with adequate justification as suggested in referenced memorandum.

Sayre Stevens

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